

# COMMUNICATION WORKERS UNION

**Gloucestershire Amalgamated Branch**

**Annual Report 2010**

**To be discussed at**

**The Branch**

**Annual General Meeting**

**On**

**Saturday**

**5th March 2011**

**@**

**Walls Sports & Social Club**

**Hammond Way, Barnwood**

**Gloucester GL4 3HG**

**Starting at 6:30 pm**

**Guest Speaker**

**Noel McClean NEC Member**

**(Please bring a copy of this report to the meeting)**

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# CWU Gloucestershire Amalgamated Branch Officers & Representatives 2008

## Branch Officers

Branch Chairperson	Sean McGeough	Branch Treasurer	Sue Willis
Branch Secretary	Paul Trehearne	Equal Ops Rep	Katy Hartland
Deputy Secretary	Ian Trehearne	Legal & Medical	Jim Vickery
Branch Vice Chair	Margaret Hill	Web Editor	Mike Hartland
Political Rep	Shaun Shute	Lead Learning Rep	Sean McGeough
Recruitment Organiser	Jon Ellis		

## Section Secretaries

Royal Mail Section	Paul Trehearne
Post Office Ltd	Lynn Simpson

## Royal Mail Area Reps & Subs

Area Delivery Rep	Dave White	Area Delivery Rep Sub	Colin Sayles
Area Processing Rep	Paul Trehearne	Area Processing Rep Sub	Jon Ellis
Area Distribution Rep	Doug Gwilt	Area Distribution Rep Sub	Vacant
Area Safety Rep	Ian Trehearne	Area Safety Rep Sub	Margaret Hill

## Local Delivery Reps

Gloucester North Rurals	Vacant	Dursley	Jamie Thomas
Gloucester North Towns	Mark Allen	Tetbury	Phil Seal
Gloucester South	Andy Petrie	Gloucester South (Central)	Mike Perris
Cheltenham Day Shift	Scott Oakes	Cheltenham Late Shift	Simon Taylor
Stroud	Dave Guy/Mark Taylor	Cirencester	Colin Sayles

## Processing Shift Reps

Gloucester Day Shift	Jon Ellis	Gloucester Late Shift	Mike Hartland
Gloucester Night Shift	Ali Ible		

## Distribution Shift Reps

Gloucester Day Shift	Tim Sykes	Gloucester Late Shift	Vacant
Gloucester Night Shift	Brian Rudman		

## Post Office Ltd

Gloucester BO	Sue Willis	Stroud BO	Vacant
Cirencester BO	Vacant		

## Royal Mail Workplace Safety Reps

Gloucester Late Shift	Margaret Hill	Gloucester Night Shift	Rich Vella
Gloucester Morning Shift	Ibrahim Kholwadia	Gloucester South DO	Mike Perris

## Branch Chair's Report

### Sean McGeough

Another year over and a new one begins with anti privatisation demonstrations. It seems sometimes that very little changes. In 2011 we will again face the very real threat of privatisation of our industry. The CWU will again actively campaign against privatisation organising marches, demonstrations and lobbies of parliament. I'm sure that our members from all sections of the branch will give this campaign their full support. The privatisation plans will affect every member whichever business they work for.

The Royal Mail Group Pension continues to be an ongoing problem. The deficit is still causing major concerns to both the CWU and the business. The present government once again seem to be bundling the pension deficit up with its privatisation plans. The CWU feel that it is vital that the government face up to its responsibilities and tackle the deficit, this is vitally important to our futures and the branch is supporting the campaign. I am sure that you will hear much more on both these important subjects during the coming year.

As I write this report I am aware that members are very uncertain and concerned about their future with Royal Mail. The businesses are providing very little information to staff on what the future holds and are contributing to the uncertainties our members feel. Royal Mail will, I'm sure promise that it's to our benefit, but as we have learnt from past experience "the devils in the detail". Read your CWU notice boards and look up our website for the real story.

I would like to welcome the members of Swindon Supplies who have amalgamated with Gloucestershire Amal since my last annual report. The addition to the branch of another section is most welcome. I'm sure that you will find the support and organisation of the branch a real benefit.

Local committees have been set up in a number of offices to assist reps dealing with the vast amount of change being proposed by the employers. I would like to thank all reps within the branch for their efforts. A Reps job can sometimes be a thankless task but they provide a vital service to our members and deserve our support. A number of units have vacancies for the reps position and applications are always welcome.

In conclusion I would like to thank you the members and reps especially the branch secretary Paul Trehearne for your support during my time as Branch Chair. I am standing down from the role this year due to personal commitments. Margaret Hill will take on the role of Branch Chair, another first for GLOSAMAL branch.

Margaret has been Branch vice Chair and Chairperson of the Royal Mail section for a number of years. She has a wealth of knowledge and experience and I'm sure she will continue to build on the success of the Branch.

# Branch Secretary's Report

## Paul Trehearne

Welcome to this years annual report and to our Branch AGM. 2010 saw yet another announcement from the Government that privatisation of Royal Mail is back on the agenda. We saw the introduction of the Business Transformation 2010 and Beyond Agreement and a revised Industrial Relations Framework in Post Office Limited. More information on these specific issues are covered throughout the report.

Before I continue with my report I would like to take this opportunity to thank you for your continued support through these very difficult times. We know how difficult things are in all offices with cuts being made which are making our working lives much more difficult. I pay tribute especially to all our delivery office reps and members who are at the cutting edge of the transformation. The amount of change being pushed through is unprecedented and in some cases very poorly planned.

### **Royal Mail Privatisation**

Following the general election in May 2010, within weeks the Conservative led government announced that it would bring forward legislation to sell off Royal Mail. The CWU has embarked on a major political campaign to fight off privatisation. The CWU Nationally has been at the forefront of establishing a Coalition of Opposition against these plans which has seen support of every political party represented in Westminster (excluding the Tory's and Lib Dems). Organisations such as the national pensioners convention, National Commission of the People's Charter and Compass Youth amongst others have joined our campaign.

At the time of writing this report the 3rd reading of the bill was debated and accepted, this means that the legislation will now progress to the committee stages within the house of commons. As you can imagine each branch has been targeted to meet with members of parliament to urge them to oppose privatisation. Locally, we have met both the Gloucester and Stroud MP's, but not surprisingly they were not interested in discussion on the ownership of Royal Mail as it was clear that they only view they had was to sell it off.

Over the next few weeks and months the CWU are organising a series of demonstrations across the country to get our message across that privatisation is not supported by the electorate. Indeed the CWU believes there is no electoral mandate for this to happen. Your branch officers and reps have attended demonstrations over the last few weeks in London, Witney, Birmingham, Kingston and other places.

For the South West Region, the demonstration is planned to be held on 12th March In Gloucester. Gloucester has been chosen due to the fact that our Tory Member of Parliament will sit on the Government select committee on the issue of Royal Mail. He is also the Chair of the all party parliamentary group of members with a specific interest in Postal Affairs. More information on the demonstration will be circulated in due course.

Although the privatisation bill is progressing through Parliament the battle against privatisation continues. As mentioned earlier the 3rd reading of the bill was held on 12th January 2011 but there is likely to many months of discussion before the government will be in a position to sell off Royal Mail. With this in mind the fight to save Royal Mail from privatisation will continue.

Recommendation: Item noted

### **General Election 2010 - Labour Party Leadership Election**

Members will be aware that the general election in the UK was held in May 2010. It saw the end of the Labour Government led by Gordon Brown. Although the CWU had many issues with the Labour Party (ironically over privatisation of Royal Mail) we had enough clout within the party to convince a vast number of Members of Parliament to oppose it.

## Branch Secretary's Report (cont'd)

Paul Trehearne

Here in Gloucestershire we lost 2 excellent constituency MP's—Parmjit Dhanda and David Drew. Both Parmjit and David showed fantastic support for the CWU during their time as MP's and they are sadly missed. They assisted us with many campaigns, including the Save Gloucestershire Mail Centre. However, Gloucester and Stroud constituencies are seen by the Labour Party as key marginal seats with very slim majorities for the current MP's.

**Recommendation:** Item ongoing

### **Industrial Relations Framework & Election of POL Area Reps - National Discipline Committee Complaint**

At the beginning of the year, CWU and Post Office Ltd agreed a new industrial relations framework agreement. The Branch agreed to nominate Lynn Simpson for the position of Area Rep which covers the following Postcodes within POL—GL, BS, NP,CF and SA. At the closure of the ballot Lynn beat the opposing candidate easily and became the Area Rep for that area. Additionally Sue Willis from Gloucester Branch Office was elected to the position of Substitute Area Rep for POL.

However, I must report that during the election for this position we found it necessary to report the other candidate and her Branch to the national discipline committee (NDC) of the union. The reason we made the complaint centred around some disgraceful and quite frankly, offensive material. The case was dealt with by the NDC and the other candidate was ordered to provide a written apology to Lynn Simpson.

Non the less, despite the dirty tactics of the other branch and the candidate, our candidate remained calm and focused, and to her credit won the election convincingly.

**Recommendation:** Item discharged

### **Transfer of Membership - Swindon Supplies Branch**

In June 2010 it was agreed between CWUHQ, Swindon Supplies Branch and us to transfer their membership into our branch. Following the retirement etc of a number of branch officials from that branch and the fact that they had moved into the remit of Post Office Ltd, we were asked to consider taking on that workplace for the purposes of organising and recruitment. The formal transfer took place following the Annual Conference of the Union in May 2010.

We agreed to co-opt Peter Bonadio, former acting Branch Secretary, onto the Central Committee. We have also established a workplace committee at the stock centre where we have 10 members assisting Peter with his role. The transfer saw 81 members come into our branch, however, since that time that figure is just over 100. Indeed we have noticed that there is still the opportunity to recruit another 30 current non members. This is something we are keen to expand on.

**Recommendation:** Item noted

### **Branch Membership**

On the subject of branch members we currently have 1348 members with an additional 15 pending members. Despite the loss of staff in Royal Mail through voluntary redundancies our branch figures are remaining fairly static, albeit with the transfer of members from Swindon Supplies Branch. We have held a series of recruitment days at various delivery offices where we have highlighted the benefits of union membership. We will continue to plan further recruitment days in 2011.

**Recommendation:** Item ongoing

## Branch Secretary's Report (cont'd)

Paul Trehearne

### **CWU Education Programme**

Throughout 2010 we have sent branch officers and reps on a variety of CWU education courses. These courses include employment law, Union Skills 1, 2 and 3 and Advanced Skills. We have an excellent educational facility in Oxfordshire which is equipped to assist your representatives to become experienced and knowledgeable activists and we hope to continue sending reps on courses in 2011.

**Recommendation:** Item agreed

### **CWU Equality Conferences**

We have sent delegates to a variety of CWU organised equality conferences. In addition to attending the conferences we have submitted a number of motions which have been debated and accepted as policy of the relevant conferences.

It is important that we continue to send delegates to these conferences, if any member is interested please contact us. The conferences organised by the CWU are, Women's Conference, Black Workers Conference, Disability Conference, Gay Lesbian and Transgender Conference, Youth Conference and Retired Members Conferences.

**Recommendation:** Item agreed

### **Annual Conference 2010**

Annual conference 2010 took place in Bournemouth from 23rd–27th May. The branch was represented by Paul Trehearne, Doug Gwilt, Colin Sayles Ian Trehearne, Margaret Hill, Mike Hartland, Lynn Simpson and Sue Willis.

A branch report was circulated a week or so after conference highlighting the policies carried.

**Recommendation:** Item noted

### **National Welfare Fund**

The branch has continued to take advantage of the national welfare fund where we have managed to obtain grants for branch members who are suffering serious financial hardship. Further to last years report we have put in place a mechanism that any applications we received must be approved by the branch central committee prior to the application being forwarded to the funds trustees.

Of all the applications we received in 2010, the branch committee agreed to support all of them.

**Recommendation:** Item noted

### **National Executive Council Elections**

Following a decision taken at CWU Conference in 2010 where we agreed that the Postal Executive of the Union will be elected for a period of two years, it has been decided nationally to postpone this years elections until after conference 2011. We supported the motion to move these elections to bi-annually on the grounds that it will save the union a considerable amount of money and the fact that locally we have held bi-annual elections for a number of years. When the Elections are announced we will provide our recommendations to members via a letter to home addresses.

**Recommendation:** Item agreed

## Branch Secretary's Report (cont'd)

Paul Trehearne

### **Gloucester & Districts Trades Council**

After many years without a trades council in Gloucester a variety of unions agreed to reform one and its first meeting took place towards the back end of 2010. Along with the CWU the following unions are affiliated to the Trades Council UNITE, UNISON, USDAW, POA, RMT, FBU, PROSPECT, ASPECT, GMB, PCS, NUJ, UCU, ASLEF and NASUWT. Affiliation costs 10p per member. The branch is entitled to send delegates to each meeting and Shaun Shute has agreed to represent the branch on the Trades Council.

**Recommendation:** Item agreed

### **Branch magazine**

We have printed a variety of branch magazines throughout 2010 and circulated them across the branch. From the feedback we receive they are well received and we quite often see many members reading them. The success of the branch magazine is down to the level of contributions we get. The magazine is not just open for branch officers and reps to submit items, we would very much appreciate members sending us articles that they want included.

**Recommendation:** Item noted

### **Branch Officer & Rep elections**

Following the closure of nominations on 23rd December 2010 for all CWU positions within the branch there are a number of ballots. These ballots will be completed by time we hold our AGM in March 2011. A full list of your branch reps and officers will be announced at the AGM for ratification.

**Recommendation:** Item agreed

### **Pensions - Fund Valuation**

The ongoing debacle surrounding our Pension Funds and the fact that the pension trustees kept delaying any announcements on the size of the deficit came to a conclusion during the later part of 2010. The deficit as it stood in March 2010 was £8.4 billion despite the schemes valuation being reported at £10.3 billion in 2009. In dealing with the deficit the trustees have reached an agreement with Royal Mail in respect of on-going funding arrangements and the repayment of the deficit.

**Recommendation:** Item noted

Finally, I would like to place on record my sincere thanks to 3 branch officers who have decided to stand down from their positions. Sean McGeough—Branch Chair & Lead ULR, Sue Willis—Branch Treasurer and Jon Ellis—Branch Organiser & Morning Shift Processing Rep. We wish you all the best for the future.

Branch Treasurer's Report  
Sue Willis

Current Account

Income

Balance brought forward	£ 5,206.36
Rebates from HQ	£47,755.20
Bank Interest	£ 0.00
Other Income (Branch Merger)	£ 3,193.94

**Total Income** **£56,155.50**

Expenditure

Donations & Affiliations	£ 1,419.00
Furniture & Equipment	£ 428.65
Education & Training	£ 2,486.23
Computers and Phones	£ 5,573.47
AGM & Meeting Room Costs	£ 475.40
Representatives Expenses	£16,224.52
Honoraria	£ 2,300.00
Conference	£ 5,308.95
Central Billing	£10,281.24
Printing & Publishing	£ 3,631.63

**Total Expenditure** **£48129.09**

**Balance Carried Forward** **£ 8026.41**

**Recommendation:** That the Current Account for 2010 is ratified

## Branch Treasurer's Report (cont'd)

Sue Willis

### Deposit Account

#### Income

Balance Brought Forward	£32,219.82
Transferred from Current Account	£ 9,000.00
Bank Interest	£ 58.78

**Total Income** £41,278.60

#### Expenditure

Bank Charges	£0.00
Transfers to Current Account	£0.00

**Total Expenditure** £0.00

**Balance Carried Forward** £41,278.60

**Recommendation:** That the Deposit Account for 2010 is ratified

### Amenities Account / Union Learning Account

#### Income

Balance Carried Forward	£2,749.49
Collected from Pool Tables	£ 0.00
Bank Interest	£ 0.00

**Total Income** £2,749.49

#### Expenditure

Computer Equipment	£0.00
Transferred to Current account	£0.00

**Total Expenditure** £0.00

**Balance Carried Forward** £2,749.49

**Recommendation:** That the Amenities Account for 2010 is ratified

## Branch Treasurer's Report (cont'd)

Sue Willis

### Political Fund

#### Income

Balance Brought Forward	£8,887.20
Rebates from HQ	£ 904.11
Political Fund HQ	£ 388.64
Donation	£1,000.00

**Total Income** **£3,179.95**

#### Expenditure

Political Meetings	£ 769.30
SW Regional Political Fund	£ 97.90
Donation	£1,700.00

**Total Expenditure** **£2,567.20**

**Balance Carried Forward** **£ 612.75**

**Recommendation:** That the Political Fund Account for 2010 is ratified.

# Legal & Medical Rep Report

## Jim Vickery

My responsibility is processing all personal injury claims through the branch and associated representation at Employment Tribunals. The sum total of compensation paid to our members in this year's report is £22,257.04, this includes any compensation from personal injuries, settlement out of court for employment tribunals and Personal Accident Insurance Schemes

Out of 51 cases on file 22 cases so far have been finalised with a satisfactory outcome, there were some grievance cases and employment tribunal claims as well.

I must put on record many thanks to the witness's of accidents coming forward in their own time to support their work colleagues who endeavour to secure a claim. Also I would like to thank Simpson Millar for their continued support in bringing many claims to a successful conclusion even when there seems very little hope of success. Paul Hicks solicitor at Simpson Millar visited the mail centre and gave legal advice to 23 members with non - work related issues, there has been an increase of members wishing to see Paul than previous years we believe this is making good use of the e-mail between members and the Union.

Nationally the union has received a tremendous response from our members for the free Last Will and Testament pack service. All members who make an application will receive a will pack in due course and I would be grateful if members who have difficulties in requesting their will pack please contact me for assistance. However I am made aware that CWU HQ do keep records on any sent out and where members have received the Will Pack and left it above the fireplace to be discarded later will not get another chance unless they can give a good reason why they need another one.

CWU Road Assist Scheme provides free legal cover that works independently but alongside the Members motor insurance policy. It covers Members and their immediate families who are involved in road traffic accidents whilst off duty, details of the service are readily available on the CWU website. Members wishing to use this service may do so by calling the National Free Phone No. 0800 5429927 quoting "CWU Road Assist". The service is available 24 Hours a day, 7 days a week.

Another benefit is the CWU Legal Advice Service (Help Line number: 0800 8046674).

The Union's panel of solicitors, Simpson Millar, via a national call centre, provides this service. Union members can access this service by dialling a national advice line number at which point they will be required to provide their membership and branch details. The call centre is staffed by trained personnel and free legal advice can be given directly to the member. If the member requires a personal interview with a solicitor then details will be provided of firms who are participating in this scheme and the member will then contact them and make the necessary arrangements accordingly.

Members need to be made aware that if they engage a solicitor to act on their behalf they do so on a private client basis and the CWU will not be responsible for any costs incurred please be aware some members have been presented with solicitors costs for using this service.

Employment Tribunals applications are available on line if members need to use this service, It is a more convenient method of applying because you can save the application on your memory stick or hard drive for a limited period only after that you cannot edit what you have written but start a fresh application form. The application will contain much more detailed questions than the previous form. the ET1 form must be completed fully or the Tribunal will not accept it.

## Legal & Medical Rep Report (cont'd)

Jim Vickery

Any such delay could eat into the 90 day limit, in cases other than where there is a dismissal, e.g. discrimination cases, the requirement to state a grievance internally in writing with the Employer and then wait 28 days from then before presenting the ET1 is not a requirement anymore, that said it is better to use the grievance procedure because it is better to resolve the problem locally.

I must remind all members of the motto when you take out a grievance, an Employment Tribunal is on the agenda, all too often members have fallen into the trap of waiting for Royal Mail to complete the grievance procedure before they proceed to the Employment Tribunal and then find they have missed the dead line.

There were 5 application to the Employment Tribunal in this period of the report, 3 were successfully concluded to the members satisfaction before going to trial, 2 were withdrawn on legal advice given.

Representation by CWU Legal Services Department was not needed on all these applications, unless it is a very complicated matter I do not believe we need to bother them.

# Union Learning Rep Report

## Sean McGeough

Welcome to the Union Learning annual report. This report gives a chance to reflect on the past year and look forward to the coming year.

The last year has been a difficult one for anyone involved with adult education. A change of government and the economic and policy changes this inevitably brought about resulted in uncertainty with regard to funding and the direction adult education would now take. The effect on Union Learning was that education providers were unsure of what courses were available to our members and what if any funding could be provided. The situation is now becoming a little clearer but there still is uncertain what the long term plan is for adult education.

The G@tehouse has been fortunate that as well as providing accredited courses using the TUC/Learndirect hub at New College in Swindon, we also provide courses via UK-Online and Alison online. This mix of provider has ensured that despite the uncertainty with funding and course availability we continued to be able to provide education to our members.

It is the CWUs national policy to provide our members with nationally recognised and transferable skills preferably at National Vocation Qualification level. The Branch has long been at the forefront of Union Learning in the CWU and will continue to provide this valuable service to its members.

As a TUC/Learndirect centre we are able to offer a variety of Learndirect courses to our members covering subjects including IT, Literacy and Numeracy up to NVQ level 2 qualifications. These courses are provided at a reduced cost, in fact most are free. Students are able access to their learning at home via the internet at a time that suits their particular lifestyle and at the G@tehouse on an open door basis.

We continue to be able to offer the ITQ Qualification to our members. This is a high quality NVQ Qualification that is nationally recognised by employers. To support members who may not have the confidence or IT skills to confidently take this course we offer a beginners IT course. The beginners IT course will ensure that students have a good level of skills and confidence to complete the ITQ NVQ if they wish.

The UK-Online courses allow us to provide for members who perhaps have never used a computer or may just need more information. UK-Online courses are "bite sized courses in everything from Digital Cameras to Banking on line. I feel that the course "staying safe on-line "is a must for anyone using the internet at home. The courses take from 30 min - 4 hours to complete and there really is something for everyone. A certificate is issued on completion of each course.

The Alison On-line courses are again accessed via the internet. These courses offer a huge variety of subjects and are recognised as very high quality being ideal for students who do not want accreditation. The G@tehouse is able to offer support for students completing these courses. For a list of the courses offered by ALISON ON- LINE please contact the G@tehouse as the course list is constantly updated.

Live mocha offers Language courses in a new and innovative way via the internet. Live Mocha teams you up with a "native "speaker of the language you are learning .This enables you to speak and listen to the language, this was always a disadvantage of on-line language learning in the past.

I hope you will agree that we continue to offer a huge variety of learning for our members in a comfortable relaxed environment. Students have given much commitment and have benefited from the provision of the G@tehouse learning centre and see it as a valuable addition to their union membership.

## Union Learning Rep Report (cont'd)

### Sean McGeough

I am sure that the G@tehouse can continue to build on its success and expand to reach members that have yet to use its facilities.

In conclusion I would like to thank you all for your support during my time as Branch Lead ULR. I am standing down from the role this year due to personal commitments. Kate Hartland will take on the role of Branch Lead ULR. Kate has been a ULR for a number of years and has a wealth of knowledge and experience of Union Learning and I'm sure she will continue to build on the success of the Branch and the G@tehouse in Union Learning.

## Branch Political Rep Report

### Shaun Shute

"*The enemy is at the gate*". The last words of my last annual report. Since then the enemy has entered and are currently setting about union members everywhere. The coming year will be dominated by economic hardship as the brutal Tory attacks begin to bite. We can expect savage cuts to jobs and services.

Locally the CWU lost two staunch supporters in the May General Election when both Parmjit and David lost their seats in Gloucester and Stroud. I know many working at Eastern Avenue credit Parmjit with helping to save the Mail Centre back in 2006. We will miss them both in our battle to fend off privatisation.

In the aftermath of a General Election defeat, Ed Miliband became the youngest of Labour's ten leaders since the war. He did not enter Parliament until 2005 and is seen as part of a new generation of politicians. In 2009 the *Daily Telegraph* called him "one of the saints" of the expenses scandal "for claiming one of the lowest amounts in expenses in the House of Commons despite being entitled to more than the average MP because of his role as a Secretary of State. Ed started his first speech as leader with the words, "*Conference, I stand here today ready to lead a new generation now leading Labour. Be in no doubt, the new generation of Labour is different. Different attitudes, different ideas, different ways of doing politics.*"

The Tory press used the word fairness frequently in the run up to the Tory led budget but it was clear they forgot half the population because it soon became clear that women would be the hardest hit by the Tory led ideological cuts. No budget has hit women so hard even though they still earn and own less than men. Billions have been axed from child benefit, child tax credits, maternity support and child trust funds-support mainly paid directly to working mums to make it possible for them to juggle jobs around family life. Women are also more likely to be in lower paid jobs or looking after elderly relatives. So they are worse hit by cuts in housing benefit and carer's allowance. As more work in the public sector they will bear the brunt of job losses and pay freezes there. The sight of back slapping Tories/Lib Dems after the unfair budget will stay long in the memory. Even the Tory press no longer use the word fairness.

Thirteen years of a Labour Government and no sell off. Thirteen months of a Coalition government and it looks like it's going to happen. Royal Mail has existed for 350 years but if the Tory led Government gets its way it could be lost forever within 350 days. It's ironic that the case for Privatisation has never been so weak with modernisation truly up and running. When the Unions signed up for modernisation it did not sign up for privatisation. Privatising public services and utilities is part of Tory DNA and the local Tory MP'S are full of it. The selling off of the Royal Mail is pure industrial vandalism by a government that puts no value on public service. The Royal Mail is not part of the Tory Party. It's not theirs to sell.

As Billy Hayes said back in October, "Privatisation is not necessary. Resolving Royal Mail's pension deficit and addressing regulation issues would provide over £400 million annually for the company to plough into services. There are more cost effective options to improve Britain's postal industry but this government is ideologically blinkered." What the government has set its sights on is the £22 billion worth of assets that are sitting in the Pension Fund.

No other country in the world has separated its post office network from its mails business. The Postal Services Bill fails to prevent further post office closures and already over 150 post offices have closed this year and 900 are up for sale. The Bill does not guarantee the size of the post office network nor does it guarantee the Inter-Business Agreement between Royal Mail and the Post Office and it does not guarantee every community to be near a post office. Separation from Royal Mail will seriously jeopardise the Post Office's most important revenue stream. The very idea of a Dutch or German shareholders banking the profits is ludicrous economics as well as politics.

## Branch Political Rep Report (cont'd)

Shaun Shute

The Lib/Dems took hypocrisy to a new level with their backing of Tory plans to treble tuition fees which would burden young people with massive debts. No leader in modern politics has betrayed voters as quickly and cynically as Nick Clegg. Corrupted by power, Clegg sold his principles and his party's soul for a fancy title and chauffeur- playing the role of David Cameron's puppet. This was the ultimate broken promise, a treachery that will hurt the children of many on low and middle incomes.

The rise in VAT to its highest level will have hit the pockets of our members overnight. This despite both Cameron and Clegg making election pledges to the contrary. The hypocrisy is endless.

Before the election barely a week went by without a David Cameron photo opportunity with NHS staff. This man, said his spin doctors, is a friend of the NHS. Yet his White Paper is the biggest threat to the NHS in its 62-year history. Thousands will be out of work. The private sector is rubbing its hands. Patients will be the losers. It means the return of postcode lottery and that old Tory choice- wait longer or go private. There is no transparency on the links between private healthcare firms and the Conservatives, and what if any involvement they had in health policy development. This Tory led Government will abolish targets and waiting times and there will be no more watchdogs to hold Government to account when things go wrong.

Joke of the year came in September when Unite, the managers Union which represents about 15,000, stated they would ballot their members for strike action! It's now March. It would pose the question as to whether postal workers would cross a Mail Centre picket line if it was manned by managers.

It beggars belief that the Tory MP in The Forest of Dean, Mark Harper, could go along with the coalitions plans to sell off the Forest. In an exclusive interview with *the Citizen* David Cameron said "it did not matter who owned the Forest of Dean". I can recall another Tory PM saying the same thing about the gas, electric and water utilities. Service went down and the prices went up. Like the Royal Mail the Royal Forest of Dean does not belong to the Tory Party and should not be sold.

What this Tory led government of millionaires has given us is a marching season. I have seen local CWU activists on marches in Gloucester, Witney, Birmingham, Westminster and Stroud. I expect to see many more at the national march against the cuts on Saturday 26th March in London. Locally, Billy Hayes the CWU General Secretary, spoke at a rally and march against the cuts. The cuts at the time involved library closures, community support officers and police officers facing redundancy. Council house tenants could be kicked out of their homes after a fixed period and the disabled will lose benefits and home care. The staggering cuts in council grants will have a devastating effect on services. Since then there has been further draconian cuts resulting in further unrest with civil servants, unions, and the unemployed standing shoulder-to-shoulder with the students. The public sector is being targeted by the Tory led government despite the fact that the private sector caused the crisis.

Moya Greene, the new chief executive officer of Royal Mail, has asked employees to Just Say It by emailing [Justsayit@royalmail.com](mailto:Justsayit@royalmail.com). Well I'm just saying Privatisation is not in the best interests of postal workers or the public. Moya Green had previously been in charge of Canada Post, where she was extremely unpopular with the workforce. Profits increased in her time there but so did injuries at work, grievances and strikes.

In an open letter to *the Citizen* the newly formed Gloucester and District Trades Council said: "*We would like to bring to the attention of your readers how worried the Gloucester Districts Trades Council is about the Governments plans to privatise Royal Mail and split it from the Post Office Counters network. At present time Royal Mail delivers to every address in the UK six days a week. In many areas particularly rural communities, the local post office is a lifeline to the outside world. These are often expensive services to run but for millions of people and businesses they are essential.*"

## Branch Political Rep Report (cont'd)

Shaun Shute

*The Government wants to make Royal Mail attractive to an overseas buyer so is passing legislation to enable it to reduce the level of service it currently provides. It is also breaking the link between Royal Mail and the post office network. This will inevitably take away much-needed business from local post offices, leaving many at risk of closure especially in rural areas. Keeping Royal Mail in public hands is the only way it can guarantee that current services continue and local post offices remain open."*

"Were all in this together "George Osborne said despite avoiding to pay his fair share of taxes himself. He pays accountants to find loopholes which help him dodge £1.6 million. "Legal" tax dodges like this cost the rest of us billions. They mean some of the richest people in the UK get away with paying less tax than the poorest. How did the VAT increase affect millionaires like Cameron, Osbourne and Graham? Not one jot.

The cuts are based on politics and not economics. The wrong people are being asked to pay. Politicians have not made hard and difficult choices but have chosen the easy option of targeting the weak. Hard and difficult decisions would have been to make the bankers pay and those who avoid paying tax on a grand scale (Tory donors or not). That would have been a hard decision for a Tory Chancellor to make. On a local level the Tory Council exasperated the situation by refusing to move on to a Unitary Council. We don't need two councils. Other Councils have done it (including Tory controlled ones) and are now better placed to deal with cuts. There is an alternative. Vote these councillors out in May.

David Cameron is already the least electorally successful Tory Prime Minister in the past 100 years and Labours by-election victory in Oldham East did nothing to increase his popularity in his own party. I hope the electorate get the chance to chuck him before the Tory's stab him in the back. The most powerful weapon the people have is the ballot box.

What have are members to look forward to in 2011? A privatised postal service, tax rises, job losses, a wages freeze, cuts to Child Tax Credits, Child Care Allowance, Child Benefit, Housing Benefit, Tax Credits, Disability Living Allowance, Sure Start Centres, police numbers, Job Support for young people, School funding, Child Trust fund scrapped, Sure Start maternity grant axed for second child, health in pregnancy grant axed, Education Maintenance Allowance scrapped, less libraries, less youth clubs, cuts to the fire services, bus and train increases and a whole list of axed services. The redundant and disabled denied care, kids cheated of a good education, and elderly left to fend for themselves. Unemployment will rise with inflation and interest rates going up as they always do under a Tory government.

Keep the faith and stay united. We will overcome.

## Equal Opportunities Rep Katy Hartland

During 2010 I have been an active member of the Regional Equality and Regional Women's Committees. The Equality Committee's aims and objectives for this year include highlighting to members and the general public how Government cuts are disproportionately affecting people with disabilities (cuts to benefits and health care support) and also women (for example, cuts to childcare provisions and benefits tend to affect women more than men). By raising awareness we hope to organise campaigns against such cuts.

The Women's Committees aims and objectives include trying to get women in our region more involved with the Union; not all Branches in the region are as progressive as Glosamal - some don't have any women reps at all, let alone a Women's Officer. Glosamal is one of only two Branches (out of 18) in the South West with a female Chairperson! Women are more likely to be part-time workers due to caring responsibilities; this along with a hectic lifestyle can make it difficult for women to find time to include Union activities in their busy schedules. We as a Union need to find a way to remove this barrier to women activists.

On a more positive note, the new Equality Act came into force on 1<sup>st</sup> October 2010. It provides the legal framework that protects people, including disabled people, from discrimination and replaces a range of anti-discrimination legislation such as the Disability Discrimination Act 1995 (DDA). The Equality Act generally carries forward the protection provided for disabled people by the DDA. However, there are key differences;

(taken from the Office for Disability Issues <http://www.odi.gov.uk/disabled-people-and-legislation/equality-act-2010-and-dda-1995.php>)

- The DDA provided protection for disabled people from direct discrimination only in employment and related areas. The Equality Act protects disabled people against direct discrimination in areas beyond the employment field (such as the supply of goods, facilities and services).
- The Equality Act introduces improved protection from discrimination that occurs because of something connected with a person's disability. This form of discrimination can be justified if it can be shown to be a proportionate means of achieving a legitimate aim.
- The Equality Act introduces the principle of indirect discrimination for disability. Indirect discrimination occurs when something applies in the same way to everybody but has an effect which particularly disadvantages, for example, disabled people. Indirect discrimination may be justified if it can be shown to be a proportionate means of achieving a legitimate aim.
- The Equality Act applies one trigger point at which there is a duty to make reasonable adjustments for disabled people. This trigger point is where a disabled person would be at a substantial disadvantage compared to non-disabled people if the adjustment was not made.
- The Equality Act extends protection from harassment that is related to disability. Previously, explicit protection only applied in relation to work. The Equality Act applies this protection to areas beyond work.
- The Equality Act provides protection from direct disability discrimination and harassment where this is based on a person's association with a disabled person, or on a false perception that the person is disabled.
- The Equality Act contains a new provision which limits the type of enquiries that a recruiting employer can make about disability and health when recruiting new staff. This provision will help prevent disabled candidates from being unfairly screened out at an early stage of the recruitment process.

## Equal Opportunities Rep (cont'd)

Katy Hartland

However, Government cuts will make life for many disabled people far harder; Disability Living Allowance and Incapacity Benefit cuts, public service cuts, cuts in Housing Benefit, Mortgage Aid and other important benefits, and cuts in funding for support agencies and charities will only add to the misery. The European Human Rights Commission claim that Government cuts will have a disproportionate effect on disabled people, already one of the poorest sections of society.

Equality seems to be one of the first victims when it comes to 'tightening our belts'. Yet according to the TUC women are still paid on average 19% less than men and part-time workers are paid 41% less than full-timers. Disabled people are twice as likely to be unemployed as non-disabled people. Pakistani and Bangladeshi people are three times more likely to be unemployed than white people, and according to a TUC survey 43% of gay and lesbian trade union members reported that they had experienced discrimination at work.

All anyone ever wants is to be treated fairly, equally and with respect. This should continue to be our goal as a Union, no matter what the financial state of the country. As a Union we need to better represent our membership; We need black and ethnic minority, women, gay and lesbian, people with disabilities and our younger members to get more involved with the Union; you have a voice - use it!

# Post Office LTD Report

Lynn Simpson

## **INDUSTRIAL RELATIONS FRAMEWORK AGREEMENT**

The CWU negotiated a new IRF agreement with POL at the beginning of this year. This created twenty CWU Area reps and nine Territorial reps, all on full time paid release. This new structure has enabled the CWU to continue to have a regular and continual presence in the workplace. Around 150 members from counters and Inventory are now on an email contact list. This has proved to be an excellent form of two way communication and also ensures that members have regular updates on contemporary issues.

## **POST OFFICE LTD PAY**

Despite Managing Director Paula Vennells announcing half yearly operating profits of £20 million, there is still no pay offer from POL even though you have not had a pay increase since the 2007 three year agreement. Even then this was only achieved by us taking thirteen bouts of industrial action. It would seem that this is the only language POL understands. Members have worked with POL over recent years to try to restore this business to profitability, the aim being to secure a viable industry. However the business refuses to recognise the hard work and loyalty of their workforce. If the employer does not change its position, they will be facing a national pay dispute in the early months of 2011.

## **ORGANISATIONAL REVIEW**

POL has recently undergone an organisational review which has resulted in the loss of around 400 managerial jobs. Whole departments have been closed and surplus managers have been informed in writing that they are facing compulsory redundancy. The UNITE union has responded by threatening to ballot for Industrial action. Whilst we should not feel too much sympathy for these managers we should have some concern. It will be dangerous for the business to succeed in implementing compulsory redundancy by Executive action and they make seek to use it as a precedent for CWU grades. That said we have national policies in relation to this that will ensure a firm response.

## **FINANCIAL SPECIALIST MI DISCREPANCIES**

Financial Specialists have been having problems with their Management Information figures. Many sales have not been accredited throughout the year despite continual representation to the business on this issue. This issue came to a head at the end of Quarter two when FS's failed to be paid their commission payments. Finally the Bank of Ireland has identified the source of the problem that affected the data. The error should not occur in the future.

## **2011 ONWARDS**

The Business is to receive more than £1.3 bn to keep the Post Office afloat over the next four years. There is to be £180m in the next financial year, and in the three following years it will receive £410m, £415m and £330m. The announcement was accompanied with a promise that there will be no more closures. We should not be lulled into a false sense of security. We have no idea how secure the Crown network is until we are made aware of the Post Offices future strategy. Given that the current agreement to retain 373 Crown Offices is due to expire on 31 March 2011 there are worrying times ahead for our members who are employed in POL.

## **SWINDON STOCK CENTRE**

In June Gloucestershire Amal welcomed Swindon Stock Centre as members to the branch and Peter Bonadio Unit Rep has done a great job in ensuring a smooth transfer. Since amalgamating there has been an increase in membership and at the time of print there are 106 members in total from this workplace.

## Post Office LTD Report (cont'd)

Lynn Simpson

### **PAY**

Members have accepted a pay deal of 2.9% consolidated pay and a reduction in their working week to thirty-five hour net in line with the rest of POL. The agreement also contained a lump sum of £400 plus £600 paid in the April 2011.

### **ANNUAL LEAVE**

A new transparent Annual leave/banking of hours agreement is to be implemented in April. Members will now book their annual leave in whole or half days but now have the ability to do this at short notice depending on availability.

The banking of hours system enables members to take time off without using up their annual leave.

### **CONCLUSION**

Even though we have seen many changes over the past few years we may well be on the cusp of the biggest challenges yet. The separation of POL from RMG will bring its own set of problems should the government go ahead with their privatisation plans. We need to be mindful that the current inter-business agreement with Royal Mail will not necessarily continue beyond seven years as the privatised company may seek cheaper service providers. This will be extremely detrimental to POL income.

The future maybe uncertain but that does not mean we are going to accept all that POL are prepared to throw at us. The CWU are committed to securing you a pay deal in recognition of the hard work, commitment and loyalty members have shown. You have helped to turn this business around albeit we still have some way to go. How have they rewarded you? They have told you that you are overpaid and do not warrant a pay rise this year.

If the business does not sit down and seriously negotiate with this union for an increase in pay, then they will be facing a ballot for industrial action in the New Year. They know you are prepared to fight for a fair wage and that you can be counted on in a dispute. This was proven three years ago and we believe you are more than willing to prove it again. 0% is an insult. You deserve more!

## Area Delivery Rep Dave White

I think that it is fair to say that the main event of this past year (2010) is the National Agreement negotiated by this Trade Union. Which of course followed the extended period of Industrial Action of the previous autumn and the interim agreement which brought about its cessation.

The new agreement now entitled '2010 and beyond' was balloted by the membership and voted in. The agreement was subsequently introduced earlier in 2010. This new agreement has given the CWU at National level unprecedented access and influence at National level, indeed the whole tenure of the agreement was to be one of cooperation and agreement in order to move Royal Mail forward to modernise the business and transform relationships and industrial relations within Royal Mail. So far, so good!

Yet, within this Division, senior managers seek to abrogate this agreement. One issue that has brought this into sharp focus is the question of the transformation lump sums connected to walk sequencing! This agreement is absolutely clear. £600 is due with the arrival of sequenced mail in delivery offices and a further £200 is due to be paid within 6 weeks.

Yet in offices carrying out multiple revision, sequencing/methods and best practise, Division Managers attempt to link the lump sums to revision savings: totally against the terms and spirit of the agreement.

So much for trust, cooperation and improved I.R. Don't they ever learn?

The terms of this agreement are clear and copies are available. It is incumbent on all of us to ensure that Royal Mail at all levels comply with the terms contained in it. Also worth remembering are the enables from the 2007 Agreement which are still in force. Absorption only if you have time in our conditioned hours; Managers option to alter the daily attendance by 30 minutes up or down but only to complete your own duty, no ability to enforce more than a 40 hour week or part time conditioned hours. Remember them well, managers would sooner you forget them.

The next big issue for us of course is privatisation. The final nail in the coffin of a once proud public service. For someone who has worked many years for the Post Office and been proud to do so, this is tantamount to treason. One unlikely ally in the CWU campaign to overturn this act of folly could be the European Union.

A recent newspaper article revealed that the E.U. is likely to demand that Royal Mail sell valuable profit making assets like General Logistics Systems as the price of the Government taking on the pension's deficit, so if assets are forcibly sold off, the value and attraction of Royal Mail to potential privateers could make the sell off impossible to achieve.

# Royal Mail Section & Area Processing Rep Report

## Paul Trehearne

### **Business Transformation 2010 and Beyond**

Following prolonged negotiations the national agreement was endorsed earlier in the year. The agreement contained the following.

- £1000 lump sum payment
- 6.9% increase in Basic Pay over 3 years
- An hour reduction in the working week and associated pay increase for Part Time Staff
- Comprehensive agreement in delivery offices regarding revisions and delivery methods
- Later start times in Delivery
- Delivery supplement of £20.60 per week
- Comprehensive agreement covering Mail Centre Closures and Mergers
- Alterations to the MTSF Agreement
- An agreement on transforming relationships between CWU and Royal Mail
- A commitment on World Class Mail
- Framework agreement on the introduction of Walk Sequencing
- Door to Door items being absorbed into duties

There is no doubt that many members in Gloucestershire's delivery offices are at the front of the changes as revisions and new delivery methods are being introduced. With this in mind, we have invited a guest speaker from the Outdoor Department to discuss and debate the many issues that have arisen from this agreement.

**Recommendation:** Item noted

### **Severe Weather Conditions**

Over the last 12 months the country has seen some of the worst weather in recent history. We had two serious bouts of snow which caused havoc with the Postal System. It is only down to the sheer dedication of postal workers that we continued to get the mail through. During the latest snow falls, the media were highlighting problems mail firms were experiencing. As a publically owned company every effort was made to ensure mail was moved and delivered.

Yet again, Royal Mail see these adverse weather conditions as savings opportunities by taking pay or leave off staff who have genuine problems getting to work. This matter has been raised nationally for CWU to resolve but with little success.

**Recommendation:** Item noted

### **Mail Centre Revision & New Technology**

This year saw the introduction of 6 CSS machines in the Mail Centre. Yes the Mail Centre that was outdated and not fit for purpose a couple of years ago!! Since their introduction we have had many members trained and are now receiving the benefits of additional earnings opportunities by attaching TPM payments to duties. There are a few outstanding issues, which have been raised locally and I am sure these will be resolved shortly. Packet Simplified Sorting (PSS) was also introduced and it would appear that it has gone down well with staff however there are some major problems with a lack of equipment. This is something being experienced in other Mail Centres in the SW/SW Division. To assist with the removal of York containers out of the office, the "mobile" scissor lift was recently brought into use. As a result of some of these revisions we saw the first batch of Early Voluntary Redundancies.

**Recommendation:** Item noted

# Royal Mail Section & Area Processing Rep Report (cont'd)

Paul Trehearne

## **Callers Offices**

Members will be aware that the Branch submitted a motion to CWU conference 2 years ago requesting that the PEC take up the issue of extending the opening hours and providing more services from Royal Mail enquiry offices. A Letter To Branches was sent out from HQ stating that although no formal meetings have taken place, they received an e-mail detailing the first batch of offices, some 160 in total, where the business were looking to extend opening hours". 2 of these offices include Cheltenham DO and Gloucester South.

**Recommendation:** Item noted

## **Weekend Processing Operation**

With changes to the way Royal Mail moves mail around at weekends (closure of Sunday night operation and the introduction of CSS etc) it has been necessary to install a number of weekends duties. We firstly try to get the hours filled by offering staff additional earnings opportunities but it became apparent due to the number of staff failing to attend on Sundays we therefore agreed with Royal Mail to convert some of these hours into duties. We now have a number of part time workers employed who provide much needed assistance over the weekends. However, we have noticed that many of them are yet to join the CWU. This is something we intend to address in the near future.

**Recommendation:** Item noted

## **Consumer In Control (Evening Deliveries)**

Members will be aware that the Union has been consistently challenging Royal Mail over a considerable period of time urging them to develop and introduce new products and services. Indeed it was the Union that pushed strongly for the inclusion of a section covering this aspect within the Business Transformation Agreement, hence the "shared vision" section of the National agreement.

Members will also be aware that due to the changing shape of the mails market, fulfilment and home shopping is becoming increasingly important to both consumers and e-retailers. As a consequence the Union has been talking to Royal Mail about a premium evening delivery service. As a result Royal Mail will be trialling a Monday - Friday evening delivery service (6pm to 10pm) for a six month period commencing in October 2010 as part of a range of convenient delivery options for customers. The CWU is fully supportive of this trial.

The trial will take place delivering to postcodes within the greater London area, bounded by the M25 and will be run from the following trial locations, Mount Pleasant Mail Centre, Watford Mail Centre and Croydon Delivery Office

The trial will test a number of factors such as the demand for evening deliveries from online retailers, the benefits for customers, pricing structure and any operational or logistical issues. The trial will be staffed by OPG volunteers.

Royal Mail clearly views this as an important addition to the range of delivery options within their portfolio. From the unions perspective, aside from the fact that it could generate new work which we obviously welcome, if this product were to develop and the trial is successful it may well open the door for further opportunities to widen the trial to other locations, develop innovative attendance patterns and boost Royal Mail's market share and opportunity in an area of potential market growth.

**Recommendation:** Item noted

## Royal Mail Section & Area Processing Rep Report (cont'd)

Paul Trehearne

### Review of Postal Department (CWU HQ)

Following the retirement of Martin Collins, formally the national officer with responsibility for Mail Centres, the National Executive Council agreed recently to cease the role and merge the responsibility with another department in Wimbledon.

There is an ongoing discussion around the review as some of the current officers represent very few members. For example the Packages & Express officer has responsibility for negotiations in Parcelforce, Network and Quadrant represents around 3000 members nationally. The clerical & cash handling department who mainly deals with Post Office Ltd represents just under 8000 members whilst the Indoor and Outdoor departments have responsibility for well over 100,000 members. With the financial difficulties the CWU currently finds itself in, every effort must be made to reduce costs but at the same time providing the same level of representation for our members. There is currently a debate happening within the union around its future. Some of the views being expressed are causing a lot of discomfort to different people and groups of members.

Finally, again I would like to place on record my thanks to Jon Ellis, who has stood down from the position of Substitute Area Processing Rep. Jon has been succeeded by Mike Hartland who will take over the role. I wish Jon all the best for the future.

## Area Distribution Rep Report

Doug Gwilt

We are due another revision of our duties for the next financial year beginning Apr 2011. Work is currently being done with this, with the main aspect of realigning delivery office opening times to road services, and delivery office returning with mails to wave 3 or collection runs. There will also be a collection revision to align collections and possible mergers of collections with savings in mind. When introduced this will result in the 39 hour week for distribution staff except the professional drivers who will gain an extra 2% wage rise instead. The £400 payment will also be triggered for all when introduced. This is part of the Business Transformation agreement 2010.

With the proposed sell off by the government of Royal Mail looking to be going ahead, this is very bad news for us, and we know will be an attack on our terms and conditions when a buyer is found. More in depth information on this to be found in Shaun Shute's report.

Ending on a sad note, as we lost our friend and colleague Jeff Taylor last year. Jeff was a larger than life character and will be sorely missed by all.

Finally, I would like to thank both Tim Sykes and Brian Rudman for all their assistance throughout 2010.

# Area Safety Rep Report

## Ian Trehearne

### Introductions

I wish to start this year's annual report by thanking all the workplace Safety Representative in the Gloucestershire Amal Branch for the work they have done throughout the last 12 months, it can be a thankless job at times as you seem to get grief from managers as well as members, but let's not forget the main reasons we do this job, accident prevention, ensuring Royal Mail adhere to their own policies and Safe Systems of Work also the environment in which we work in is as safe as possible, we are not miracle workers and can only continue to put pressure on Royal Mail management and members alike to abide by the safety rules. As you can see in this year's annual report there are many delivery offices in the county who do not have safety representatives, so if anyone is interested in taking up the position in their office please let myself or Paul Trehearne the Branch secretary know at The CWU room, The Gatehouse, Eastern Avenue, Gloucester, or by telephone Ian Trehearne (Area Safety Rep) 07977416618, Paul Trehearne (Branch Secretary) 07977416610.

### Delivery

As reported in my report last year our delivery members has seen many changes with delivery revisions and delivery methods being introduced in some of the GL delivery offices the remainder will be introduced shortly in 2011, unfortunately in the delivery offices which have introduced the new delivery methods there seems to be mixed messages as to how they are going, many of the members who have introduced the delivery methods are complying with the agreement i.e. using the correct equipment for the delivery they are doing, with management ensuring this is done, yet in other offices the members and management are doing what they like. The CWU believes the changes are crucial for the well being of its members as well as safe guarding full time employment the whole point of the new delivery methods was to take the weight off the shoulder of our delivery members, as well as having a complete ban of private cars on delivery, yet I am still being informed of our members continuing to use their private cars on delivery.

### Walk Risk Assessment Platform (WRAP)

The majority of Royal Mail Letters accidents are in delivery and off premises the top risk issues for deliveries are Slips & Trips, Animal Attacks (Dogs!) & Overweight Pouches (Lifting & Handling) the Current process (WPQ1/2/3) deals with prevention and control of these risks, but can be seen as time consuming. Too many see the current system as a paper based exercise rather than as the key to identifying and deploying suitable control measures. We still know it's not getting completed (to the right standard) even though we know this is the main focus to avoiding accidents. WRAP has been designed to address previous issues, it simplifies and speeds up the risk assessment process, regardless of where you work, WRAP also takes into account new methodologies e.g. CDV it also takes into account new dog attack trial.

### Changes you will notice Hazard card Holder that OPG takes out -Contains

1. Blank Hazard list for new/deleted hazards
2. Mini card printed off from WRAP containing existing Hazards, telephone number, and walk details for example time locks (folded into 4)
3. Maps can be printed off via Street map link from WRAP
4. Remember a box for collecting these Hazard cards in the office next to the signing in desk

### Hazard Identification

It is the responsibility of every person carrying out delivery duties to complete and keep up-to-date the WPQ for their delivery walk or route from the office. The delivery officer/driver will ensure that accurate information is provided towards minimising the significant risks to both the regular 'walk/route' owner and to those covering the 'walk/route' on a temporary basis. It is a requirement that delivery staff familiarise themselves with the hazards and risks associated with their walk/route, and adhere to the specified controls introduced.

# Area Safety Rep Report (cont'd)

Ian Trehearne

## Walk Logs

The Delivery Manager will ensure that there is a hard copy walk log available for every 'walk'/route from the office. Walk logs will show all applicable significant hazards for the walk, as well as up to date operational information. The Walk Log Guidance gives more detail on the content of a Walk Log; however WRAP can produce much of what is required including the WPQ one per walk/route and WPQ3 Summary one per walk/route. Walk Logs should be placed on or directly adjacent to each individual preparation frame, although offices may centralise them providing there is ready access for delivery staff. Delivery staff will check and amend their walk logs as required. Please find below what is mandatory of each walk log:

1. Map of the Delivery Route
2. Safe Drops described by address.
3. Toilet locations described by address.
4. The specification for the weight of each pouch, either generic or specific to the Walk.
5. A description of the method of delivery (e.g. HCT, cycle, etc) and the acceleration arrangements.
6. The WPQ document and WPQ3 Summary Risk Assessments.
7. Hazard List
8. Animal Hazard List
9. Office contact numbers, including emergency numbers.
10. Guidance to any hard to find locations.
11. Outputs and advice drawn from the follow-up of previous accidents on the Walk.

## Pouch Weights

The first pouch on any walk will be up to the maximum 16kg, and, to accommodate the risks of fatigue, a guideline limit of 11kg will be set for subsequent pouches. Where terrain necessitates further adjustment to pouch weights on a walk, a local risk assessment will be carried out involving the Delivery Manager and the relevant delivery person. The need for the use of an alternative pouch weight for a given part of a walk will be identified through the walk risk assessment process and related WPQ document. Any such adjustments will be recorded in the walk log, with the delivery person making the actual adjustment to the appropriate pouch dependent on the volumes to be delivered on a given day. For the purposes of accommodating terrain issues, it may be appropriate that rather than use a 16kg pouch on the first leg of the walk, an 11kg pouch is used and a 16kg pouch used second or third pouch in the walk over more suitable terrain. However, only one 16kg pouch will be used on any given walk.

## Mail Centre

Gloucester Mail Centre has also seen many changes over the last 12 months, with new walk sequencing machines being introduced, and new equipment such as new tray dollies for DSA work below are some of the does and don'ts when using them:

- Do NOT overload i.e. Max Load weight including dolly is 250kg.
- You MUST always manoeuvre using secured lid handle. A minimum height of 4 layers = 16trays are required.
- Stacking empty dolly options
  - Option 1. 6 bases + 6 lids.
  - Option 2. 2 bases + 6 lids.
  - Option 3. 8 bases + 1 lid.
  - Stacked base and lid. 6 of each with stack of 2 bases at the bottom, then alternating bases and lids.

You will find the complete SSoW for the new tray dolly at the health and safety reference point located outside the shift manager's office.

## Obituaries

We are saddened to list members of the CWU  
Gloucestershire Amalgamated Branch  
who have passed away  
during the last 12 months.

Mr. R Boon—Retired Member

Mr. D Iles—Retired Member

Mr. J Taylor—Gloucester Mail Centre

## 10 Good Reasons for joining the CWU

1. **Your Pay:** The CWU negotiates your pay. The higher our membership the better the prospects of securing a good deal. You will have a direct say, as we won't agree any pay deal unless members vote for it.
2. **Your Terms & Conditions of Employment:** The CWU negotiates your terms and conditions of employment with Royal Mail Group. This includes the length of your working week, your hours of attendance, your holiday entitlement, your Pension and other allowances.
3. **Your Job Security:** The CWU strive to ensure that your employment is secure.
4. **Confidential Advice & Guidance:** We can give you impartial and fair advice on work issues and matters of law.
5. **Personal Representation:** We have trained CWU reps who can assist you with discipline and grievance cases. All cases are treated in the strictest confidence.
6. **Fair Treatment:** we ensure that all members are treated fairly. It is our aim to eradicate bullying and harassment in the workplace.
7. **Legal & Accident Services:** The CWU offers you a free initial advice service from our Solicitors if you have a problem (it doesn't have to be work related). If you or a family member is injured in an accident and there is a valid claim we will take the matter up for you free of charge (and unlike 'no win no fee', we mean free of charge)!
8. **Health & Safety:** The CWU takes great pride in ensuring our members work in a safe environment. We have highly trained CWU Health & Safety Reps who are on hand to deal with any local issue.
9. **Financial Services:** The CWU offers you a full range of discounted financial services. Currently we can provide a CWU Credit Card, preferential loan, mortgage and insurance facilities, as well as motor breakdown and other services.
10. **A Sense of Well-Being and Security:** We will always be there to discuss, help and support you with any work related problem. When you become a CWU member, you join 240,000 others so you should never have cause to feel alone.

### Weekly CWU Subscription Rates (from 1st January 2011)

Full Time	£3.11p per week
25—30 Hours	£2.20p per week
20—25 Hours	£1.90p per week
15—20 Hours	£1.60p per week
10—15 Hours	£1.31p per week
Retired	£1.10p per week

**For further information or to join the CWU call us on 01452 333970**

**or email: [Glosamal@aol.com](mailto:Glosamal@aol.com)**

# NOTES

